

## **Social Compliance Policy**

Modison stands committed to following:

**Prohibition of child labour in all our works, Environmental adhesion to national / provincial laws, Prohibition of corruption and bribery in any dealing at all levels, Health and safety of employees of all levels, Respect for basic human rights of employees.**

### **Objectives**

#### **1. Prohibition of Child Labour:-**

Every Worker must be at least 18 years of Age.

#### **2. Environmental Protection:-**

A valid and correct pollution license must be held, where there is no legal requirement to hold pollution license, pollution level must not materially exceed normal industry standers.

#### **3. Legal Compliance:-**

Comply with the law of the applicable legal systems at state as well as central rules.

#### **4. Prohibition of corruption and bribery:-**

To tolerate no form of and not to engage in any form of corruption of bribery, including any payment of other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

Accepting gift or giving gift in relation to business is strictly prohibited.

#### **5. Health and Safety of employees:-**

Take responsibility for the health and safety of the employees.

Control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.

Provide training and ensure that employees are educated in health and safety issues.

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**6. Respect for the basic human rights of employees:-**

Promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.

Respect the personal dignity, privacy and rights of each individual.

Refuse to employ or make anyone work against his will.

Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.

Prohibit behavior including gestures, language and physical contact, that are sexual, coercive, threatening, abusive or exploitation.

To provide fair remuneration and to guarantee the applicable national statutory minimum wage.

Recognize as far as legality possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

**Monitoring and Enforcement:-**

Our all seniors are taking care of implementing the above policy.

If anybody has any problem, confusion or observed any violation on the above should contact our HR and Administration Head. If we found violation of our policy, we will take appropriate action against the same.

We discuss and monitor the same in our MRM on regular basis.

Yours Sincerely,

  
Jay G. Modi  
Director